

YIKES! A STRIKE AT U.C.?

Why do U.C. staff and faculty strike?

Labor contract negotiations normally take 3-4 months--6 months at most. Unions representing non-Senate faculty (lecturers and others), and clerical and administrative staff at U.C. have been bargaining for over two years and have yet to obtain an acceptable new contract from the administration. *Why so little progress?* Union negotiators have encountered an administration unwilling to bargain in good faith. UC has engaged in a continuing pattern of illegal labor practices.

U.C.'s reputation for excellence in education has been earned because of the contributions and commitment of its 2300 Berkeley clericals and 600 lecturers. We have devoted our careers to our students and this great institution. The last thing we want is to interfere with the education of students. Yet U.C. chooses to repay our dedication with less job security, more part-time, temporary/short-term work, miserable compensation, increasing insurance costs and parking fees, no support for professional development, and little regard for our expertise and experience. The administration appears willing to compromise the quality of undergraduate education as it increasingly embraces the very same kinds of corporate strategies that gave us Enron and Worldcom.

Enough is enough!

What is at stake is not just the welfare of employees and their families. U.C.'s attitude in negotiations impacts all students now and for generations to come.

OUR WORKING CONDITIONS ARE YOUR LEARNING CONDITIONS!

We call upon students, Senate faculty, other U.C. employees, parents and taxpayers of California to stand with us in this battle for the future of quality public higher education in California. *You are paying for a first-class education. Don't accept anything less!*

WHAT YOU CAN DO:

- ◉ Join our picketlines.
- ◉ Inform your parents.
- ◉ Talk to your peers.
- ◉ Wear a union button.
- ◉ Contact your legislator.
- ◉ Write or call --

President Richard C. Atkinson & Chancellor Robert M. Berdahl

(510) 987-0704

Richard.Atkinson@ucop.edu

(510) 642-7464

joycedev@uclink4.berk4elev.edu

Coalition of University Employees

2142 Oxford St., Berkeley, CA 94704, (510) 841-0700 -- clericals@cucunion.org -- www.cucunion.org

University Council/American Federation of Teachers, AFL-CIO

One Kaiser Plaza, Suite 1440, Oakland, CA 94612; (510) 832-8812 -- uc-aft@igc.org -- www.cft.org/uc-aft

WHERE ARE UC'S PRIORITIES?

TYPICAL CLERICAL EMPLOYEES

- Start at salaries as low as \$23,000/year
- Earn salaries 21% below Bay Area market scale
- Have been offered just 2½% raises spread over the next two years (where 1% will buy about a donut a day)
- Suffer injury and disability due to unsafe, non-ergonomic conditions
- Have a 54% first year turnover rate, leaving too few with experience to properly serve students and faculty
- Suffer speedup as enrollment grows but the workforce does not
- Have been hit with higher parking rates; told to expect higher healthcare costs
- Include many single parents who work two jobs to make ends meet
- Have few prospects for upward advancement
- Are not guaranteed severance when laid off no matter how long at UC

TYPICAL LECTURERS

- Are hired for their skills as teachers, yet also do research and writing but get no support for that or professional development
- Teach half of all undergraduate courses
- Have a Ph.D., J.D., M.D. or other advanced degree
- At best earn a salary 17% below a typical K-12 teacher and 33% below community college instructors – their average annual income from UC is \$23,300.
- Likely to work half-time or less – half earn \$18,500 or less – and start at under \$40,000 (FTE)
- Must reapply annually for the first six years, then triennially – is considered temporary even after 20 years
- Must be evaluated as 'excellent' just to get reappointed (a standard no administrator must meet)
- Despite great evaluations, may be replaced simply to hire someone cheaper
- Half were hired since August 2000 and only 21% were allowed to work more than six years
- Nearly half get no medical or retirement benefits
- Have had all cost-of-living raises passed by the legislature withheld by UC for the last 2 years
- Have no salary schedule for raises pegged to experience or great performance
- Get no severance when laid off no matter how long at UC

TYPICAL U.C. ADMINISTRATOR

- Has a base salary of \$204,000
- Gets \$8900 annual auto allowance
- Has \$4400/year 'administrative' slush fund and UC credit card
- Has full medical coverage and generous retirement plan
- Gets total compensation worth \$217,316 per year
- Is entitled to 5% severance

~~~~~

## CHANCELLOR ROBT. BERDAHL

- Gets base salary of \$310,900
- Has \$141,800 house maintenance fund
- Gets a leased auto
- Has 'administrative' slush fund of \$37,400 (*more than the annual income of most clericals and lecturers*) and U.C. credit card
- Gets full medical and generous retirement benefits
- Is entitled to 5% severance

**OUR WORKING CONDITIONS ARE YOUR LEARNING CONDITIONS  
JOIN US!**

